

**PURDUE UNIVERSITY BOARD OF TRUSTEES  
EXECUTIVE SUMMARY DEGREE PROPOSAL TEMPLATE**

PLEASE NOTE THAT THE FULL ACADEMIC DEGREE PROGRAM SUBMISSION DOCUMENT WILL NEED TO BE COMPLETED FOR THE INDIANA COMMISSION ON HIGHER EDUCATION (see <https://www.in.gov/che/academic-affairs/academic-degree-programs/>). Both this template and the Academic Degree Program Submission are submitted to the Purdue Board of Trustees. When this form is complete, please save and return to [sdunk@purdue.edu](mailto:sdunk@purdue.edu) with tables as separate attachment.

**DATE:** February 28, 2025  
**TO:** Board of Trustees  
**FROM:** Stephen Elliott, Associate Dean for Academic Programs, (765) 494-0378, [elliott@purdue.edu](mailto:elliott@purdue.edu)  
**CC:** John Fassnacht, [johnf@purdue.edu](mailto:johnf@purdue.edu); Bryan DeWitt, [bdewitt@purdue.edu](mailto:bdewitt@purdue.edu)  
**SUBJECT:** M.S. Organizational Leadership and Supervision

**CAMPUS OFFERING DEGREE:** Purdue West Lafayette

**ANTICIPATED START DATE:** Fall 2025

**1. IS THE DEGREE RESIDENTIAL, HYBRID, OR ONLINE?** Online

IF ONLINE, RATIONALE FOR GOING THROUGH SPECIFIC PURDUE CAMPUS—PWL, PFW, PNW, PG

The new M.S. in Organizational Leadership and Supervision at Purdue West Lafayette is being created for two reasons. The new degree represents a transition and expansion of the existing M.S. in Technology, Leadership, and Innovation within the Purdue Polytechnic Institute. Additionally, with the transition of IUPUI to Purdue-Indianapolis, existing Purdue-Indianapolis programs are going to be supported by Purdue University Online, which is a division of the West Lafayette flagship campus. Existing coursework from the Purdue-Indianapolis M.S. Organizational Leadership Studies program will be incorporated into the new online West Lafayette program, in addition to existing courses from the M.S. Technology, Leadership, and Innovation program. The new degree proposed here will allow the Purdue Polytechnic Institute to expand their current program in Technology, Leadership, and Innovation to new markets and leverage the success of the existing Purdue-Indianapolis Organizational Leadership Studies program and Purdue-Indianapolis faculty to create a program to meet the needs of the labor market for Hoosiers and Americans alike.

**2. BRIEF OVERVIEW OF DEGREE/WHY IS THE DEGREE NEEDED?**

The existing Purdue West Lafayette online M.S. in Technology, Leadership, and Innovation has had 402 new student starts from the Spring 2018 semester through the Spring 2024 semester. The existing online M.S. in Organizational Leadership Studies from Purdue-Indianapolis has an additional 14 students that will be continuing in the program starting with the Fall 2024 semester. Additionally, the Purdue-Indianapolis program has graduate programming in Human Resource Development, Technical Communication, and Project Management that will all transition to Purdue West Lafayette online graduate certificates and concentrations in the new M.S. in Organizational Leadership and Supervision program. From a market perspective, redesigning the existing Technology, Leadership, and Innovation into a new M.S. in Organizational Leadership and Supervision is appropriate because (1) Organizational Leadership is the most common program name for curriculum with the similar learning outcomes and that is how students will be searching for programs to meet their needs and (2) the program will be reported under the Organizational Leadership CIP code (52.0213—Organizational Leadership) instead of Engineering-Related Technology, which is how the existing program is reported. The new curriculum is expected to attract a broader market, expanding educational opportunities for individuals who are seeking to upskill in their career. In April, 2024, there were 2400 monthly Google searches for Organizational Leadership Studies education compared with 390 for Technology, Leadership, and Innovation (Google Search Volume Analytics, 2024).

**3. BRIEF EVIDENCE OF FEDERAL, STATE, AND REGIONAL LABOR MARKET NEED**

In 2022, there were 241 programs offering M.S. in Organizational Leadership degrees, which led to 6865 degree conferrals (Lightcast, 2024). The number of graduates in Organizational Leadership has grown by 21% from 2018-2022. From 2013-2023, the number of jobs in this sector has grown by 45% and there are

currently 142,250 annual job openings for individuals with graduate training in Organizational Leadership. Graduates earn a median wage of \$108K per year and they work in positions including management, finance, analytics, executive leadership, sales, and human resources. There are over 75,000 employers competing for talent and positions are filled more quickly than positions in other sectors. Deloitte, Amazon, Humana, Johnson and Johnson, and Citigroup are among the largest employers in this sector. Among the top requested skills by employers are project management, analytics, communication, management, and leadership—all of which are addressed in the new M.S. Organizational Leadership and Supervision program and its concentrations in Technical Communication, Project Management, and Human Resource Development.

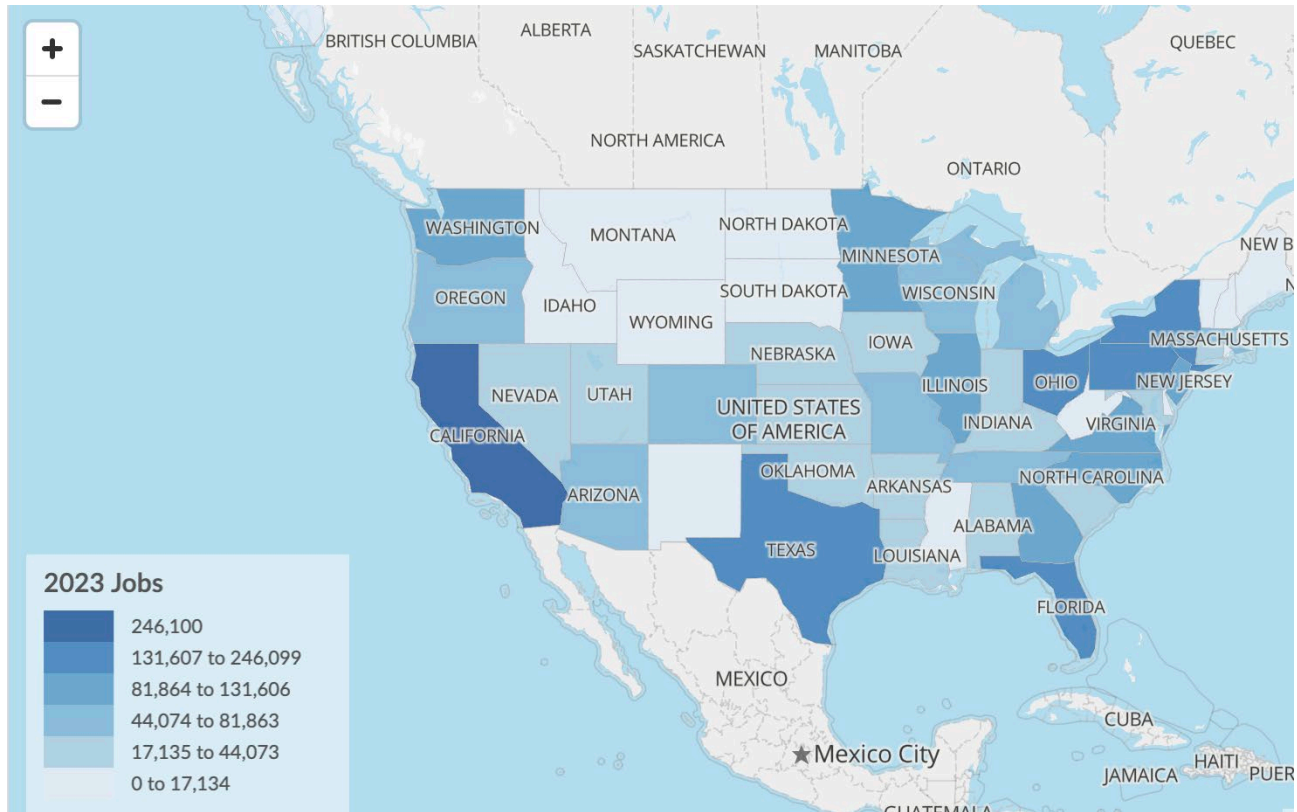


Figure 1: Regional jobs for management positions in the United States as of 2023 (Lightcast, 2024). Indiana had over 35,000 job postings; however, its regional position in the Midwest is expected to create additional demand from non-residents. The only top-10 conferring institution in the Midwest is Michigan State University, which conferred 140 M.S. degrees in 2022.

#### 4. COSTS

- A. Tuition and Fees—In-state and out-of-state
  - a. In-State Tuition: \$750/CR, including all fees
  - b. Out-of-State Tuition: \$1,030/CR, including all fees
- B. Financial Projection Table  
<https://www.purdue.edu/provost/policies/iche.html> (Tab 1)
- C. Program Review and Expenditure Summary  
<https://www.purdue.edu/provost/policies/iche.html> (Tab 2)
- D. Enrollment Projection  
<https://www.purdue.edu/provost/policies/iche.html> (Tab 3)

#### 5. LIST OF SIMILAR DEGREES IN THE PURDUE SYSTEM AND DISTINCTIVE ELEMENTS FOR THIS DEGREE

Purdue West Lafayette

- M.S. Technology, Leadership, and Innovation (will be taught out; existing courses will be incorporated into the new MS Organizational Leadership and Supervision program).
- Master of Business Administration
- M.S. Management, Major in Human Resource Development
- Graduate Certificate: Fundamentals of Human Resources

#### **Purdue-Indianapolis**

- M.S. in Organizational Leadership Studies, Major in Technical Communication (will be taught out; existing courses will be incorporated into the new MS Organizational Leadership and Supervision program).
- Graduate Certificate: Human Resource Development (will be taught out; existing courses will be incorporated into a new PWL graduate certificate and as a concentration into the new MS Organizational Leadership and Supervision program).
- Graduate Certificate: Project Management (will be taught out; existing courses will be incorporated into a new PWL graduate certificate and as a concentration into the new MS Organizational Leadership and Supervision program).

#### **Purdue Fort Wayne**

- Master of Business Administration

#### **Purdue Northwest**

- Master of Business Administration

#### **Purdue Global**

- Master of Business Administration
- M.S. Management and Leadership

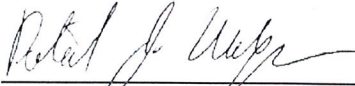
The new M.S. Organizational Leadership and Supervision program combines elements from the existing M.S. in Technology, Leadership, and Innovation and the Purdue-Indianapolis programs in Technical Communication, Human Resource Development, and Project Management. The program is not expected to compete with the Daniels School of Business Programs in Human Resource Development because learners who are interested in a career in Human Resources would choose the Daniels School of Business programs. The concentration in Human Resource Development as part of the new M.S. Organizational Leadership and Supervision program is designed to provide additional Human Resources coursework for students who are interested in foundational Human Resources curriculum to distinguish themselves from others who have sought training in Organizational Leadership. Students in the Daniels School of Business Programs are seeking to become Human Resources professionals as opposed to organizational leaders with knowledge and skills in human resources. The degrees are Purdue Fort Wayne, Purdue Northwest, and Purdue Global are expected to meet the needs of a different market sector than the new M.S. Organizational Leadership and Supervision degree. The existing M.S. Technology, Leadership, and Innovation program has complemented Purdue's portfolio for over six years and has not cannibalized programming at the other campuses within the Purdue system.

## **6. COMPETITIVE DEGREES – BRIEF SUMMARY**

Over two-thirds of M.S. degree conferrals in Organizational Leadership were earned at not-for-profit online institutions including Western Governor's University (20% of market share and 1,368 conferrals in 2022), University of Massachusetts Global (236 conferrals in 2022), Columbia Southern University (194 conferrals in 2022), Waldorf University (174 conferrals in 2022), and Gonzaga University (162 conferrals in 2022) (Lightcast, 2024). Purdue University's brand strength and existing success in its Technology, Leadership, and Innovation program are expected to create new demand and provide learners with a world class educational experience at an affordable price.

Michigan State University conferred 140 M.S. degrees in 2022 and the University of Colorado-Boulder conferred 120 M.S. degrees in 2022. The market-aligned concentrations will allow Purdue University to continue to perform well in the market.

*Recommended Approval:*



\_\_\_\_\_  
Patrick J. Wolfe, Ph.D.  
Provost and Executive Vice President for Academic Affairs and Diversity  
Miller Family Professor of Statistics and Computer Science

03/07/2025

Date

*Approved:*



\_\_\_\_\_  
Mung Chiang, Ph.D.  
President  
Roscoe H. George Distinguished Professor of Electrical and Computer Engineering

3.11.25

Date

**Table 1**  
**Program Financial Projection**  
**Financial Office Table**  
**Purdue West Lafayette Campus**  
**MS Degree in Organizational Leadership and Supervision**

|  | Year #1<br>FY 2025 | Year #2<br>FY 2026 | Year #3<br>FY 2027 | Year #4<br>FY 2028 | Year #5<br>FY 2029 |
|--|--------------------|--------------------|--------------------|--------------------|--------------------|
| <b>I. ENROLLMENT</b>   |                    |                    |                    |                    |                    |
| <b>1. Program Credit Hours Generated (FTE * 30 for BS &amp; FTE * 24 for masters/graduate)</b> |                    |                    |                    |                    |                    |
| a. Existing Courses  | 180                | 360                | 408                | 540                | 636                |
| b. New Courses   | 180                | 360                | 408                | 540                | 636                |
| <b>Total</b>   | <b>360</b>         | <b>720</b>         | <b>816</b>         | <b>1080</b>        | <b>1272</b>        |
| <b>2. Full-Time Equivalents (FTE)</b>  |                    |                    |                    |                    |                    |
| a. Full-Time FTEs  | -                  | -                  | -                  | -                  | -                  |
| b. Part-Time FTEs  | 15                 | 30                 | 34                 | 45                 | 53                 |
| <b>Total Full/Part-Time FTE</b>  | <b>15</b>          | <b>30</b>          | <b>34</b>          | <b>45</b>          | <b>53</b>          |
| c. On-Campus Transfer FTEs   | -                  | -                  | -                  | -                  | -                  |
| d. New-to-Campus FTEs  | 15                 | 30                 | 34                 | 45                 | 53                 |
| <b>Total On/New-to-Campus FTE</b>  | <b>15</b>          | <b>30</b>          | <b>34</b>          | <b>45</b>          | <b>53</b>          |
| <b>3. Program Majors - Headcount</b>   |                    |                    |                    |                    |                    |
| a. Full-Time Students  | -                  | -                  | -                  | -                  | -                  |
| b. Part-Time Students  | 20                 | 40                 | 45                 | 60                 | 70                 |
| <b>Total Full/Part-Time HC</b>   | <b>20</b>          | <b>40</b>          | <b>45</b>          | <b>60</b>          | <b>70</b>          |
| c. In-State  | 4                  | 8                  | 9                  | 12                 | 14                 |
| d. Out-of-State  | 16                 | 32                 | 36                 | 48                 | 56                 |
| <b>Total In/Out of State HC</b>  | <b>20</b>          | <b>40</b>          | <b>45</b>          | <b>60</b>          | <b>70</b>          |

**Notes**

For both undergraduate and graduate degree enrollment projections, please carefully consider competitive degree enrollments and how the Purdue program will be marketed in the calculation of enrollment and degree completion projections.

^ Enter footnotes in the last section of this table for to provide additional details (required for 'other' categories) and projection and/or calculation logic.

**Table 1**  
**Program Financial Projection**  
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**Purdue West Lafayette Campus**  
**MS Degree in Organizational Leadership and Supervision**

|  |                  | Year #1<br>FY 2025 | Year #2<br>FY 2026 | Year #3<br>FY 2027 | Year #4<br>FY 2028  | Year #5<br>FY 2029  |
|--|------------------|--------------------|--------------------|--------------------|---------------------|---------------------|
| <b>II. INCREMENTAL REVENUE</b>                           |                  |                    |                    |                    |                     |                     |
| <b>1. Projected # of New Students</b> <sup>(1)</sup>     |                  | 15                 | 30                 | 34                 | 45                  | 53                  |
| <b>2. General Tuition &amp; Fees</b> <sup>(2)</sup>      |                  |                    |                    |                    |                     |                     |
| a. General Service                                       | \$ 881.37        | \$ 317,293         | \$ 634,586         | \$ 719,198         | \$ 951,880          | \$ 1,121,103        |
| b. Technology Fee & R&R                                  | \$ 18.80         | \$ 6,768           | \$ 13,536          | \$ 15,341          | \$ 20,304           | \$ 23,914           |
| c. Digital Education Fee                                 | \$ 50.00         | \$ 18,000          | \$ 36,000          | \$ 40,800          | \$ 54,000           | \$ 63,600           |
| d. Student Fitness & Wellness Fee                        |                  | -                  | -                  | -                  | -                   | -                   |
| e. Student Activity Fee                                  |                  | -                  | -                  | -                  | -                   | -                   |
| <b>Total General Service T&amp;F</b>                     |                  | <b>\$ 342,061</b>  | <b>\$ 684,122</b>  | <b>\$ 775,339</b>  | <b>\$ 1,026,184</b> | <b>\$ 1,208,616</b> |
| <b>2. Additional Fees - if applicable</b> <sup>(3)</sup> |                  |                    |                    |                    |                     |                     |
| a. Differential Fees                                     | \$ 23.83         | \$ 8,579           | \$ 17,158          | \$ 19,445          | \$ 25,736           | \$ 30,312           |
| b. Course Fees   |                  | -                  | -                  | -                  | -                   | -                   |
| c. Other Fees  |                  | -                  | -                  | -                  | -                   | -                   |
| <b>Total Additional Fees</b>                             |                  | <b>\$ 8,579</b>    | <b>\$ 17,158</b>   | <b>\$ 19,445</b>   | <b>\$ 25,736</b>    | <b>\$ 30,312</b>    |
| <b>Total Incremental Revenue</b>                         | <b>\$ 974.00</b> | <b>\$ 350,640</b>  | <b>\$ 701,280</b>  | <b>\$ 794,784</b>  | <b>\$ 1,051,920</b> | <b>\$ 1,238,928</b> |

**Notes**

- (1) New Students represents the anticipated number of *new* students to campus; transfers or existing students are *not* to be included. The Total is set equal to the 'New-to-Campus FTEs' completed in the Enrollment section (I2d).
- (2) T&F must match approved Bursar rates (refer to Bursar website). The calculation should be based on the **Full-Time/Resident** Student T&F. If the new degree program is primarily Part-Time students, then the T&F needs to be adjusted appropriately for this type of expected enrollment.
- (3) If additional fees are applicable, then each fee must be individually listed above and match approved Bursar rates (refer to Bursar website).

Bursar T&F Website: <https://www.purdue.edu/bursar/tuition/index.html>

^ Enter footnotes in the last section of this table for to provide additional details (required for 'other' categories) and projection and/or calculation logic.

**Table 1**  
**Program Financial Projection**  
**Financial Office Table**  
**Purdue West Lafayette Campus**  
**MS Degree in Organizational Leadership and Supervision**

|   | Year #1<br>FY 2025 |                   | Year #2<br>FY 2026 |                   | Year #3<br>FY 2027 |                   | Year #4<br>FY 2028 |                   | Year #5<br>FY 2029 |                   |
|---|--------------------|-------------------|--------------------|-------------------|--------------------|-------------------|--------------------|-------------------|--------------------|-------------------|
| <b>III. EXPENDITURES</b>                    |                    |                   |                    |                   |                    |                   |                    |                   |                    |                   |
| <b>1. Salary and Wages</b>                  | <b>FTE</b>         | <b>Cost</b>       | <b>FTE</b>         | <b>Cost</b>       | <b>FTE</b>         | <b>Cost</b>       | <b>FTE</b>         | <b>Cost</b>       | <b>FTE</b>         | <b>Cost</b>       |
| a. Faculty                                  | \$                 | 125,000           | \$                 | 125,000           | \$                 | 125,000           | \$                 | 125,000           | \$                 | 125,000           |
| b. Limited Term Lecturers                   |                    |                   |                    |                   |                    |                   |                    |                   |                    |                   |
| c. Graduate Students                        |                    | -                 |                    | -                 |                    | -                 |                    | -                 |                    | -                 |
| d. Other (Post Doc/Staff)                   |                    | -                 |                    | -                 |                    | -                 |                    | -                 |                    | -                 |
| <b>Total S&amp;W</b>                        | <b>0.00</b>        | <b>\$ 125,000</b> | <b>0.00</b>        | <b>\$ 125,000</b> | <b>0.00</b>        | <b>\$ 125,000</b> | <b>0.00</b>        | <b>\$ 125,000</b> | <b>0.00</b>        | <b>\$ 125,000</b> |
| <b>2. Fringes and Fee Remissions</b>        |                    |                   |                    |                   |                    |                   |                    |                   |                    |                   |
| a. Fringe Benefits                          |                    | -                 |                    | -                 |                    | -                 |                    | -                 |                    | -                 |
| b. Fee Remissions                           |                    | -                 |                    | -                 |                    | -                 |                    | -                 |                    | -                 |
| <b>Total FB &amp; FR</b>                    | <b>\$</b>          | <b>-</b>          | <b>\$</b>          | <b>-</b>          | <b>\$</b>          | <b>-</b>          | <b>\$</b>          | <b>-</b>          | <b>\$</b>          | <b>-</b>          |
| <b>3. Supplies and Expenses</b>             |                    |                   |                    |                   |                    |                   |                    |                   |                    |                   |
| a. General Supplies & Expenses              |                    | -                 |                    | -                 |                    | -                 |                    | -                 |                    | -                 |
| b. Minor Equipment                          |                    | -                 |                    | -                 |                    | -                 |                    | -                 |                    | -                 |
| c. Recruiting & Marketing                   | \$                 | 100,000           | \$                 | 100,000           | \$                 | 100,000           | \$                 | 100,000           | \$                 | 100,000           |
| d. Course Development                       | \$                 | 50,000            | \$                 | 50,000            | \$                 | 50,000            | \$                 | 50,000            | \$                 | 50,000            |
| e. Support Personnel                        | \$                 | 51,480            | \$                 | 51,480            | \$                 | 51,480            | \$                 | 51,480            | \$                 | 51,480            |
| <b>Total Supplies and Expense</b>           | <b>\$</b>          | <b>201,480</b>    | <b>\$</b>          | <b>201,480</b>    | <b>\$</b>          | <b>201,480</b>    | <b>\$</b>          | <b>201,480</b>    | <b>\$</b>          | <b>201,480</b>    |
| <b>4. Capital</b>                           |                    |                   |                    |                   |                    |                   |                    |                   |                    |                   |
| a. Capitalized Equipment                    |                    | -                 |                    | -                 |                    | -                 |                    | -                 |                    | -                 |
| b. Repair & Replacement                     |                    | -                 |                    | -                 |                    | -                 |                    | -                 |                    | -                 |
| <b>Total Equipment</b>                      | <b>\$</b>          | <b>-</b>          | <b>\$</b>          | <b>-</b>          | <b>\$</b>          | <b>-</b>          | <b>\$</b>          | <b>-</b>          | <b>\$</b>          | <b>-</b>          |
| <b>Total Expenditures</b>                   | <b>\$</b>          | <b>326,480</b>    | <b>\$</b>          | <b>326,480</b>    | <b>\$</b>          | <b>326,480</b>    | <b>\$</b>          | <b>326,480</b>    | <b>\$</b>          | <b>326,480</b>    |
| <b>Projected Program Surplus/(Deficit)*</b> | <b>\$</b>          | <b>24,160</b>     | <b>\$</b>          | <b>374,800</b>    | <b>\$</b>          | <b>468,304</b>    | <b>\$</b>          | <b>725,440</b>    | <b>\$</b>          | <b>912,448</b>    |

\* For the CHE proposal, only identify the nature of the support. It is not necessary to note dollars in the report; however, it should be stated that there is sufficient revenue to cover expenses. Projected surplus/deficit is an aid to identify potential new University revenue, anticipated program costs, and degree substantiality. This does not represent any type of funding request.

^ Enter footnotes in the last section of this table for to provide additional details (required for 'other' categories) and projection and/or calculation logic.

**Table 1**  
**Program Financial Projection**  
**Financial Office Table**  
**Purdue West Lafayette Campus**  
**MS Degree in Organizational Leadership and Supervision**

**FOOTNOTES**

**I. Enrollment Details**

1. Program Credit Hours Generated  
Assumed 50% existing courses, 50% new courses. We expect students will take 18 CR per year.
2. Full-Time Equivalent (FTE)  
Multiplied the total number of students by 0.75 since all will likely be part time (online students take 18 CR per year as opposed to 24 CR).
3. Program Majors - Headcount  
All students will be program majors.

**II. Incremental Revenue Details**

1. Projected # of New Students  
A conservative estimate based on past performance of existing Technology, Leadership, and Innovation program.
2. General Tuition & Fees  
Total average tuition is \$974 per credit hour inclusive of all fees (\$750/\$1,030 IS/OOS; 20%/80% split).
3. Additional Fees - if applicable  
Included the PPI differential fee of \$23.83/CR.

**III. Expenditure Details**

1. Salary and Wages  
Current estimates of salary attributed to this program is \$125K/year. No new FTE are needed.
2. Fringes and Fee Remissions  
Fringe is included in the salary and wages estimate.
3. Supplies and Expenses  
Includes marketing and recruiting direct spend as well as expected FTE capacity needed to support the program.
4. Capital  
None needed.



**Table 2**  
**Program Revenue and Expenditure Summary**  
**Board of Trustees Table**  
**Purdue West Lafayette Campus**  
**MS Degree in Organizational Leadership and Supervision**

|  | <u>Year #1</u><br><u>FY 2025</u> | <u>Year #2</u><br><u>FY 2026</u> | <u>Year #3</u><br><u>FY 2027</u> | <u>Year #4</u><br><u>FY 2028</u> | <u>Year #5</u><br><u>FY 2029</u> |
|--|----------------------------------|----------------------------------|----------------------------------|----------------------------------|----------------------------------|
| <b>Total Incremental Revenue*</b>            | \$ 350,640                       | \$ 701,280                       | \$ 794,784                       | \$ 1,051,920                     | \$ 1,238,928                     |
| <b>Total Expenditures</b>                    | \$ 326,480                       | \$ 326,480                       | \$ 326,480                       | \$ 326,480                       | \$ 326,480                       |
| <b>Projected Program Surplus/(Deficit)**</b> | <b>\$ 24,160</b>                 | <b>\$ 374,800</b>                | <b>\$ 468,304</b>                | <b>\$ 725,440</b>                | <b>\$ 912,448</b>                |

\*Based on the anticipated number of *new* students to campus; transfers or existing students are not included. Projected incremental revenue is based on the current *full-time, resident* tuition and fees approved by the Bursar.

\*\*Projected surplus/deficit is an aid to identify potential new University revenue, anticipated program costs, and degree substantiality. This does not represent any type of funding request.

**Additional Departmental Footnotes:**

**Table 3**  
**Projected Headcount and FTE Enrollment and Degrees Conferred**  
**Board of Trustees & ICHE Table**  
**Purdue West Lafayette Campus**  
**MS Degree in Organizational Leadership and Supervision**

|   | <b>Year #1</b><br><b>FY 2025</b> | <b>Year # 2</b><br><b>FY 2026</b> | <b>Year # 3</b><br><b>FY 2027</b> | <b>Year # 4</b><br><b>FY 2028</b> | <b>Year # 5</b><br><b>FY 2029</b> |
|---|----------------------------------|-----------------------------------|-----------------------------------|-----------------------------------|-----------------------------------|
| <b>Enrollment Projections (Headcount)</b> | <b>20</b>                        | <b>40</b>                         | <b>45</b>                         | <b>60</b>                         | <b>70</b>                         |
| <b>Enrollment Projections (FTE)</b>       | <b>15</b>                        | <b>30</b>                         | <b>34</b>                         | <b>45</b>                         | <b>53</b>                         |
| <b>Degree Completions Projection</b>      | <b>0</b>                         | <b>15</b>                         | <b>20</b>                         | <b>30</b>                         | <b>38</b>                         |

## MS Organizational Leadership and Supervision (TLI)

| Course  | Hours    | Notes   | Pre-Req         |
|---|----------|---|-----------------|
| OLS 50701-Quantitative Analysis & Analytics   | 3        | Primary Core                                      | N/A             |
| OLS 57100-Advanced Project Management   | 3        | PM Certificate/Concentration Core/Elective        | N/A             |
| OLS 57200-Integrated Project Management   | 3        | PM Certificate/Concentration Core/Elective        | OLS57200        |
| OLS 58200-Leadership Organizational Change  | 3        | PM Certificate/Concentration Core/Elective        | N/A             |
| OLS 51500-Foundations of Human Resource Development   | 3        | HRD Certificate/Concentration Core/Elective       | Recommended 1st |
| OLS57400-Managerial Training & Development  | 3        | HRD Certificate/Concentration Core/Elective (PFW) | N/A             |
| OLS 58300-Coaching and Mentoring  | 3        | HRD Certificate/Concentration Core/Elective       | N/A             |
| TCM 51000 (Removing OLS 53400)-Effective Workplace Technical Communication                            | 3        | TCM Certificate/Concentration Core/Elective       | Recommended 1st |
| TCM 54000 (Removing OLS 53200)-Advanced Managing Document Quality                                     | 3        | TCM Certificate/Concentration Core/Elective       | N/A             |
| TCM 55000 (Removing OLS 53300)-Advanced Research Approaches in Technical & Professional Communication | 3        | TCM Certificate/Concentration Core/Elective       | N/A             |
| OLS 57900-Emerging World-Class Leadership Strategies  | 3        | Elective  | N/A             |
| OLS 58000-Interpersonal & Group Skills for Leaders  | 3        | Elective  | N/A             |
| OLS 58100-Human Capital Management  | 3        | Elective  | N/A             |
| OLS 58100-Leading Teams   | 3        | Elective  | N/A             |
| OLS 58100-Strategic Planning & Marketing  | 3        | Elective  | N/A             |
| OLS 58100-Foundations of Behavior & Leadership  | 3        | Elective (PFW)                                    | N/A             |
| OLSXXXX- Directed Project/Proposal/Portfolio  | Variable | Hybrid @ Indy (not running now)                   |                 |

### Notes:

30 credit-hours are required for graduation

Only one concentration can be awarded

All three certificates may be earned

Core Requirement: OLS5070100 - Quantitative Analysis & Analytics, plus 9 elective courses.

A minimum GPA of 3.0 is required for graduation.

Only courses with a grade of B- or higher are allowed on the Plan of Study.

MS Committee for Plan of Study:

Todd Kelley OLSN+C7461 (Chair)

Corinne Renguette OLSN+ (Member)

Greg Strimel OLSN+C9891 (Member)

LEAD: Greg Strimel